

March 4, 2011

Yolanda Cruz  
President  
Municipal Employees' Federation, AFSCME Local 101  
c/o Library Department

LaVerne Washington  
President  
Confidential Employees' Organization, AFSCME Local 101  
c/o City Attorney's Office

**RE: MEF & CEO Employee Compensation**

Dear Yolanda and LaVerne:

In light of recent newspaper articles related to employee compensation, we wanted to take this opportunity to clarify some information regarding the compensation of City employees represented by MEF and CEO. In a KTVU News article regarding the Mayor's State-of-the-City speech, Yolanda Cruz, the MEF President, was quoted as saying, "Not all employees are created equal. We represent employees in this city that are some of the lowest paid workers in San Jose."

While the average base salary of City employees represented by MEF is lower than many other bargaining units, it is not the lowest. MEF does represent the vast majority of City part-time employees. However, these part-time employees might only work a few hours a week, and therefore, would have significantly lower salaries than employees who work full-time. It is difficult to compare the salary of a part-time employee to the salary of a full-time employee.

We wanted to provide you specific compensation information regarding full-time City employees represented by both MEF and CEO. MEF and CEO employees who are budgeted for 40 hours a week make on average of \$70,974 and \$81,218 in base pay respectively. The distribution of annual full-time salaries is displayed in the chart below:

Annual Base Pay	MEF Employees	CEO Employees
\$100,000 and Above	58	1
\$75,000 - \$99,000	606	133
\$50,000 - \$74,999	863	60
\$36,900 - \$49,999	75	0
<b>Grand Total</b>	<b>1602</b>	<b>194</b>

As shown above, a significant amount of employees in MEF and CEO make over \$75,000 annually in base pay alone. It is important to distinguish that base salary is not reflective of an employee's total cash compensation, which may include overtime, comp time, and other cash compensation. Therefore, we wanted to also provide you the top ten earners for MEF and CEO for calendar year 2010. This information is also available on the City's website at <http://www.sanjoseca.gov/salary>.

### Top Ten Earners Represented by MEF for Calendar Year 2010

Job Title	Base Pay	Overtime	Other Cash Compensation	Total Compensation
Senior Public Safety Dispatcher	\$81,830	\$65,114	\$9,677	\$156,621
Senior Process & Systems Specialist	\$100,360	\$41,275	\$0	\$141,635
Senior Public Safety Dispatcher	\$88,847	\$33,683	\$9,954	\$132,484
Crime & Intelligence Analyst	\$69,202	\$60,906	\$754	\$130,861
Senior Latent Fingerprint Examiner	\$87,537	\$39,893	\$806	\$128,236
Supervising Public Safety Dispatcher	\$107,983	\$6,193	\$14,027	\$128,204
Senior Construction Inspector	\$92,789	\$31,524	\$231	\$124,543
Supervising Public Safety Dispatcher	\$107,983	\$7,530	\$8,938	\$124,451
Senior Systems Applications Programmer	\$100,360	\$21,727	\$140	\$122,227
Supervising Public Safety Dispatcher	\$104,848	\$3,199	\$10,000	\$118,046
<b>Average for Top Ten</b>	<b>\$94,174</b>	<b>\$31,104</b>	<b>\$5,453</b>	<b>\$130,731</b>

### Top Ten Earners Represented by CEO for Calendar Year 2010

Job Title	Base Pay	Overtime	Other Cash Compensation	Total Compensation
Administrative Assistant	\$71,038	\$33,651	\$3,162	\$107,851
Network Engineer	\$101,111	\$1,169	\$0	\$102,280
Analyst II	\$86,806	\$11,244	\$2,473	\$100,522
Analyst II	\$86,806	\$4,237	\$6,873	\$97,916
Analyst II	\$82,665	\$14,226	\$0	\$96,891
Analyst II	\$96,082	\$0	\$0	\$96,082
Analyst II	\$86,806	\$8,263	\$0	\$95,069
Analyst II	\$86,806	\$0	\$7,313	\$94,118
Analyst II	\$86,806	\$10	\$7,262	\$94,078
Analyst II	\$86,806	\$0	\$7,262	\$94,068
<b>Average for Top Ten</b>	<b>\$87,173</b>	<b>\$7,280</b>	<b>\$3,435</b>	<b>\$97,888</b>

As shown above, specifically for MEF, the highest wage earner in 2010 received approximately \$156,000 in total cash compensation, which is higher than any employee represented by the City's managerial employee unit City Association of Management Personnel (CAMP) or the City's supervisory employee unit Association of Maintenance Supervisory Personnel (AMSP). In a Mercury News article regarding the Mayor's State-of-the-City speech, it mentioned that "Yolanda Cruz, who represents the city's largest labor union, the Municipal Employees' Federation, said the librarians, emergency dispatchers, planners and other members of her group resent being asked to make the same sacrifices as top city officials banking six-figures in paychecks, pensions and retirement sick-leave cashouts."

After reading this quote, people may perceive that MEF represented employees do not make "six-figures," which as evidenced above by the chart above, is not the case. However, regardless of an individual's pay level, we do understand the impact of the reduction in total compensation that the City is proposing to all bargaining units. We recognize that the impact varies depending on a person's individual or personal circumstances. These are difficult issues, but our goal is to lessen the number of layoffs necessary to balance the City's \$105.4 million deficit.

Sincerely,

A handwritten signature in black ink, appearing to read 'Alex Gurza', with a long horizontal stroke extending to the right.

Alex Gurza  
Director of Employee Relations

c: Charles Allen, AFSCME Business Representative